Joan forelæte 7/30/08
Stattempel 1/50/08

WHNS - EEO Public File Report

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WHNS submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the WHNS website and in the WHNS Public File and consists of three (3) parts as follows:

- 1. A form for each job vacancy filled by the station from August 1, 2007 to July 31, 2008 entitled the **"Recruitment Sources Report"** which includes the following information:
 - *A list of all job vacancies filled by the station employment unit during this reporting period, identified by job title.
 - *The Recruitment Sources used to fill those job vacancies, identified by name.
 - *The Recruitment Source referring the hiree for each job vacancy.
- 2. A second form entitled "Interviewee Records Report" listing the following information:
 - *Each Recruitment Source listed by name, contact name, address and phone number.
 - *The total number of persons interviewed for job vacancies between August 1, 2007 to July 31, 2008.
- 3. A brief description of Recruitment Initiatives.

WHNS Recruitment Sources Report .

In compliance with the Equal Employment Opportunity rules of the Federal Communications Commission, WHNS submits the following FCC EEO Public File Report. This report, required by 47 C.F.R. section 73.2080c(6), is filed on the WHNS website and in the WHNS Public File.

Reporting of Information Relative to Job Vacancies Filled by WHNS for the Period of August 1, 2007 to July 31, 2008, For the period of August 1, 2007 to July 31, 2008, WHNS filled the following job vacancies as defined by the FCC EEO rules.

YTD Recruiting Sources Report Job Vacancies: August 1, 2007 to July 31, 2008

		Position																						A . 1 . P				m. 41.6		******		News		Sales	
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Key:

RSIO=Requesting Sources/Organizations that requested and received the job vacancy notice.

X= Represents All Recruiting Sources that received the job vacancy notice.

HS= Referral Source

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HS-Recruitment Source that referred Hiree.
HS-Recruitment Source that referred Hiree.
HS-Recruitment Source that referred Hiree.
HS-Re-Hiree was referred by Industry Referred/Employse Referrat.
FF = Internal Promotion = this only applies for those job vacancies where the recruitment source process was followed and then the position was filled internally.

WHNS INTERVIEWEE RECORDS REPORT

Job Vacancies: August 1, 2007, through July 31, 2008
This Report lists all Recruitment Sources and the total number interviewees referred by each Reruitment Source during this reporting period.

# Interviewees	Referral Sources									
	Name	Contact Name/Title*	Telephone	Fax	Address1	Address2	City	State	7in -	E-mall Address
. 1 .	602 Communications	Graeme Newell			6839 Charter Hill's Road	DANIASSE	Charlotte		28277	gnewell@602communications.com
	Art Institute of Atlanta	Nicole Langton			6600 Peachtree-Dunwoody Road		Atlanta		30328	nlanglon@aii.edu
	Asheville Citizen Times - Classifed Dept	Brillany Young			P.O. Box 2090		Asheville	NC	28802	byyoung@ashevill.gannell.com
	AWRT Career Line	Alicia Edison/Administrator			1595 Spring Hill Road, Suite 330		McLean		22182	awrt.org site -to list page online
	Benedict College	Karen Rutherford			Career Placement Office	1600 Harden Street	Columbia		29204	rulherk@benedict.edu
	Bob Jones University	Casey Wren			Dept Head/Radio & Television	1700 Wade Hampton Blyd.	Greenville		29614	cwren@bju.edu
	Broadcasting & Cable Magazine	Kalie Rosa			5700 Wilshire Blve, Suite 120	, , , , , , , , , , , , , , , , , , , ,	Los Angeles	CA	90036	katie.rosa@reedbusiness.com
	b-roll.net	Kevin Johnson	202,486,8842		243 17th Street SE		Washington		20003	kev@b-roll.net
,	careerbuilder.com	Pat Fazio	864.298,4009	864,298,4019	P.O. Box 1688		Greenvilla	sc	29602	www.careerbuilder.com
	Claffin University	Akeem Boneparte	803.535.5466	803.535.5379	400 Magnolia Street		Orangeburg	SC	29115	akeem.bonepart@claflin.edu
	Clemson University	Eddie Smith	864.656.5383	864.656.0599	Internship & Placement Office	402 Strode Tower, #314510	Clemson	sc	29834	seddie@clemson.edu
	Furman University	John Barker	864.294.2106	864.294.3123	Director, Career Services	3300 Poinsett Highway	Greenville	SC	29613	career.services@furman.edu
	goupstate.com	Nancy Mullinax/594-6325	864.582.2104	864.594.6349	P.O. Box 1657	· ·	Spartanburg	SC	29304	www.goupstale.com
	Greenville County Workforce Development	Yvonne Davis	864.467.8095	864.467.8151	301 University Ridge, Ste 1500		Greenville	SC	29601	Ydavis@greenvillecounty.org
. 2 .	Greenville News Piedmont - Classified Dept	Pat Fazio			P.O. Box 1688		Greenville	SC	29602	pfazio@greenvillenews.com
	Greenville Technical College	Belty Vaughn	864.250.8222	864.250.8759	Career Placement Office	P.O. Box 5616	Greenville	SC	29670	www.greenvilletech.com (to post)
	Greenville Urban League	Brenda Theis/HR Director	864.322.4101	864.268,2662	15 Regency Hill Drive		Greenville	SC	29607	btheis@urbanleagueof the upstate.org
	Isothermal Community College	Jay Coomes	828.286.3636	828.286.4014	Career Placement Office	P.O. Box 804	Spindale		28160	jcoomes@isothermal.edu
	ITT Technical Institue	Rachel Glenn	864.288.0777	864.297.0930	Career Services Specialist	Six Independence Point	Greenville	SC	29615	rglenn@itt-tech.edu
	Lander University	Deb Nygro	864,388,8712	864.388.8809	Career Placement Office	320 Stanley Avenue	Greenwood	SC	29649	www.collegecentral.com/lander
	Limestone College	lleka Leaks	864.488.4557	864.487.8706	Director, Career Services	1115 College Drive	Gaffney	SC	29340	ileaks@limeslone.edu
. 1 .	MediaLine.Com	Mark Shilstone	800.237.8073	831.648.5204	P.O. Box 51909	-	Pacific Grove	CA	93950	Medialine.com
. 1 .	Meredith.com	Linda John	515.284.2812	515.284.3058	1716 Locust Street		Des Moines	IA	50309-3023	www.meredith.com
. 1 .	National Association of Broadcasters	on fine job listing	202.429.5497	202.429.5406	Employment Clearhouse	1771 N Street, NW	Washington	DC	20036	nab.org
	Newberry College	Travis Ballenger	803.321.5149	803.321.5145	Director of Career Services	2100 College Street	Newberry	SC	29108	fravis.ballenger@newberry.edu
	North Greenville College	Shurajit Gopal	864.977.7122	864.977.7021	Career Placement Office	7801 N. Tigerville Rd., Box 1892	Tigerville	SC	29688	shur@shur.us
	North Greenville College	Linwood A. Hagin, PH.D.			Chair, Mass Communication Dept.	P.O. Box 1892	Tigerville		29688	LAHagin@ngc.edu
. 9.	Promax/BDA	Post on-line	310.788,7600	310.788.7616.	9000 W/ Sunset Blvd	Suite 900	Los Angeles		90069	promax.lv
	Society of Broadcast Engineers	Scott Jones	317.253.1640	317.253.0418	9247 N. Meridian St., Suite 305		Indianapolis		46260	kjones@sbe.org
	South Carolina Broadcasters Association	on line job listing	803.777.6783	803.777.8729	USC College of Journalism	One Harbison Way, Suite 112	Columbia		29212	SCBA.net-to list
. 1 .	South Carolina Job Service	June Harden/Gloria Griffin	864.242.3531	864.232.1544	Attn: Greenville Work Force Center	PO Box 328	Greenville		29602	ggriffin@sces.org
	South Carolina State University	Anna Haigler	803.536.7000	803.533.3630	Career Placement Office	300 College Street	Orangeburg		29117	humanresources@scsu.edu
	Southern Wesleyan University	Yvonne Duckett	864.644.5150	864.639-2710	Director, Career Services Center	P.O. Box 1020	Central			yducketl@swu.edu
	Spartanburg Heratd Journal	Nancy Mullinax/594-6325			P.O. Box 1657		Spartanburg		29304	classified.lineads@shj.com
	Spartanburg Technical College	Kathy McKinzie	864.592,4803	864.592.4792	P.O. Box 4386		Spartanburg		29305	mckinziek@sccsc.edu
	Spots-N-Dots	Classified Dept/ Dai	888.884.8630	607.729.7331	167 Oakdate Road		Johnson City		13790	alice@spotsndots.com
	Television Bureau of Advertising	Classified Dept	212.486.1111	212.935.5631	TV8 Web Page	3 East 54th Street	New York		10022	tvb.org - to list on line
	Television Week (Electronic Media)	Susan Moss	323,370,2409	323.658.6174	6500 Wilshire Blvd, Suile 2300		Los Angeles		90048	Classifieds@TVWeek.com
	Tri-County Technical College	Pamela Rice	864.646.1577	864.646.1893	Career Placement Office	P.O. Box 587	Pendieton		29670	iobplace@tctc.edu
. 15 .	TVJOBS.com	Mark Holloway			P.O. Box 4116		Oceanside		92052	www.tvjobs.com
	TVWEEK.com	Marc Abrams			6500 Wilshire Blvd, Suite 2300		Los Angeles		90048	tvweek.com
	University of South Carolina-Spartanburg	John Montemayor			Career Placement Office	800 University Way	Spartanburg		29303	imontemayor@uscupstate.edu
. 7 .	WHNS Fox Carolina website	Joan Lovelace			21 Interstate Court		Greenville		29615	www.whns.com
	Winthrop University	Mark S. Nortz			Instructor-Dept of Mass Comm.	701 Oakland Avenue	Rock Hill		29733	nortzm@winthrop.edu
	Women in Communications-Gvl Chapter	Myra Simmons	864.234.2942	864.282.8509	Greater Greenville Chapter	P.O. Box 5264	Greenville	sc	29606	msimmons@greenvillechamber.org
. 17 .	Industry/Employee Referral									

Internal Promotion Internship Program

Internal Candidate Networking/Walk-In

9

TOTAL 66

Privacy Notice: The FCC requires ell sletions to report the names of community organizations requesting job vacancy information plus the contact person, address, and letephone number of each organization in an annual EEO Public File Report that is available to the general public. By requesting to be notified of job vacancies, you consent to the public disclosure of this information as required by the FCC.

^{*}if contacts change during the reporting period, note date and name changes below.

WHNS Recruitment Initiatives Report August 1, 2007 through July 31, 2008

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
internship Program	August 1, 2007 to July 31, 2008	During the reporting period WHNS provided Internships to 9 Students. The Interns worked in the News, Production, Promotion, Sales and Administration Departments. The interns participating in the Internship program primarily attend schools in South Carolina or North Carolina. The interns are currently enrolled in disciplines relating to the broadcast industry.	Bob Jones University, Clemson University, Howard University, Isothermal Community College, USC Upstate
		These interns performed such duties as system editing/writing news stories, assisting photographers with equipment and lighting, weather graphics, assisting with sales activities and researching log discrepancies.	
nternship Sponsor	March 31, 2008	Assistant News Director, Kelly Boan, represented WHNS at a "Thank you Luncheon" hosted by Furman University. WHNS was acknowledged for being an intern sponsor and providing meaningful experiences for their students. The intern program mentors these students and challenges them to apply their knowledge and skills at the industry level.	Furman University
Code of Business Conduct and Ethics Web- Based employee training program	August 1, 2007 to July 31, 2008	All new department heads, supervisors and employees participate in the Code of Business Conduct and Ethics webbased training program. This program reviews business practices and procedures, including an overview of equal employment opportunity regarding harassment and discrimination.	Meredith Corporation's EEO & Employee Relations Department
Targeted Selection Training	August 1, 2007 to July 31, 2008	All new managers participate in the Targeted Selection Interview training process. This training includes 6 hours web based training, and covers hiring and promoting the best candidate, legal interview questions, and techniques to comply with state and local laws prohibiting discrimination.	Meredith Corporation's Training Department
Establishment of Training Program	August 1, 2007 to July 31, 2008	Tuition Reimbursement program designed to allow employees to acquire skills to further their careers in broadcasting.	Meredith Corporation's Tuition Reimbursement Program
Equal Employment Opportunity Web-Based training program	August 1, 2007 to July 31, 2008	All new department heads, supervisors and employees participate in the Equal Employment Opportunity web-based training program. This program reviews discrimination and harassment based on race, religion, sex, national origin, color, age, disability, sexual orientation and other protected classes under the law.	Meredith Corporation's EEO & Employee Relations Department
WHNS Web Site	August 1, 2007 to July 31, 2008	WHNS web site instructs organization who wish to receive notification of job openings at WHNS-TV to contact the Personnel Administrator at WHNS-TV. The WHNS-TV address, phone and email address are listed for contact purposes.	www.whns.com
WHNS TV on-air announcements	August 1, 2007 to July 31, 2008	WHNS on air PSA announcement instructs organizations who wish to receive notification of job openings at WHNS-TV to contact the Business Office/Personnel Administrator at WHNS-TV. The WHNS-TV address, phone number and email address are shown in the PSAs	WHNS - TV

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
Media Sponsor/ Partner	July 29, 2007 to August 8, 2007	WHNS' sponsorship of the Urban League of the Upstate Job Fair. WHNS produced "Job Tips Series" for interviewee's on how to dress, how to prepare a resume and questions to ask. These spots aired on 7/29/07 to 8/08/07 leading to the job fair connections on 8/08/07. Information about the job fair was on www.foxcarolina.com website from July 29, 2007 to August 8, 2007. The website included links to the Urban League website and more interviewing tips for the job seekers. WHNS aired a total of 46 public service announcements - spots, and also ran news stories on 8/06/07 - 8/08/07 on "The Morning News" and "The 10 O'Clock News" promoting the Urban League Job Fair.	Greenville Urban League of the Upstate's 2007 Career Connection
Job Fairs, Career Fairs, Expos	August 8, 2007	WHNS department heads (Guy Hempel/General Manager, Jeff Guilbert/General Sales Manager, Alan DeFlorio/National Sales Manager, Kyann Lewis/News Director, Kelly Boan/Assistant News Director, Michel Pefletier/Creative Services Director, Eric Clark/IT Administrator, Phyllis Olson/Business Manager and Joan Lovelace/Human Resources) manned the station's booth, and provided information about WHNS, at the annual career connection/diversity job fair. Managers spoke with job seekers concerning current WHNS' current job vacancies, job requirements and how to apply. This event connected with 5,000 potential candidates, and 54 employers who were seeking to fill job vacancies with their companies. We collected approximately 130 resumes.	Greenville Urban League of the Upstate's 2007 Career Connection
	August 8 - 12, 2007	Meredith Corporation participated in the NABJ Annual Convention and Career Fair. Meredith actively recruited and extensively networked with industry professionals, reviewing resumes and critiquing tapes. All of Meredith's open positions were posted at the convention. This convention was attended by approximately 3,000 professionals, and approximately 200 candidates visited the booth to discuss career opportunities. News Anchor, Stephanie Maxwell and Reporters, Jennifer Phillips and Jade Hindmon attended the convention and participated in seminars and training sessions that were offered	National Association of Black Journalist Annual Convention and Career Fair, Las Vegas, NV
	March 27, 2008	at the convention. News Anchor, Jeff Moreau, spoke to students at USC-Upstate interested in a career in journalism. This was followed by a question and answer session on broadcasting careers, getting started in television news, tips on what to put on a resume tape and industry markets. There were 25 students ranging in age from 18 - 24 in attendance.	USC Upstate - Spartanburg, SC
	April 8, 2008	WHNS participated in annual SCBA career job fair. Joan Lovelace/Human Resources and Kelly Boan/Assistant News Director spoke with over 150 students regarding job possibilities and their area of interest. Actively recruiting rising seniors and juniors for internship opportunities, and increasing pool of potential applicants with an emphasis on minorities. Spoke with University department heads who accompanied students, and provided literature regarding WHNS internship program. Many candidates came with their demo tapes to review as candidates for open positions.	South Carolina Broadcaster Association's Annual Collegiate Job Fair - Columbia, SC

Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
May 14, 2008		ECPI College of Technology
June 11, 2008	WHNS General Manager, Guy Hempel, on behalf on Meredith Corporation, attended the NAB Education Foundation Media Sales Institute and interviewed recent graduates who were introduced to all facets of media sales and planning. Fourteen students made presentations of media plans that they had prepared to address specific case studies as assigned. Guy also set-up formal recruiting meetings with 6 students and discussed industry opportunities in general and Meredith markets specifically.	NABEF Media Sales Institute Howard University - Washington, DC
July 23 - 27, 2008	Meredith Corporation participated in the Unity '08 Quadrennial Convention. Meredith actively recruited and extensively networked with industry professionals, reviewing resumes and critiquing tapes. All of Meredith's open positions were posted at the convention. This convention is the largest gathering of journalists of color. Nearly 10,000 journalists and media executives met to discuss timely issues affecting journalism and the media industry.	UNITY '08 Convention, Chicago, IL
July 23 - 27, 2008	Meredith Corporation participated in the UNITY: Journalists of Color, Inc. conference. Meredith actively recruited and extensively networked with Industry professionals, reviewing resumes and critiquing tapes. All of Meredith's open positions were posted at the convention. Journalist of Color is a coalition of four alliances, The Asian American Journalists Association, the National Association of Black Journalists, the National Association of Hispanic Journalists and the Native American Journalists Association. The mission of this conference is to advocate fair and accurate news coverage about people of color, and aggressively challenge the industry to staff its organizations at all levels to reflect the nation's diversity.	UNITY: Journalist of Cotor, Inc., Chicago, IL The Asian American Journalists Association, The National Association of Black Journalists, The National Association of Hispanic Journalists, The Native American Journalists Association
Ongoing	Bernard Reid/Chief Editor teaches Production, Editing and Television News classes at Tri-County Technical College.	Tri-County Technical College
Ongoing	Jeff Moreau/News Anchor teaches a journalism class called "Speech for Radio/TV" at USC-Upstate	USC Upstate - Spartanburg, SC
Ongoing	Eric Clark, IT/Engineering Supervisor teaches classes in computer networking and computer applications at ECPI College of Technology.	ECPI College of Technology
Ongoing	Sheita Harbin/Creative Services Writer Producer is on the Radio & Television Broadcasting Advisory Committee at Tri-County Technical College. The purpose of the committee is to set goals for the RTV program based on the market's needs for employees. The committee members also discuss potential	
	May 14, 2008 June 11, 2008 July 23 - 27, 2008 July 23 - 27, 2008 Ongoing Ongoing Ongoing	May 14, 2008 WiNNS participated in ECPI College of Technology Job Fair and Advisory Board Meeting. Eric Clark/IT-Engineering Supervisor and Haroldton Lewis/Master Control Technician met with students to prescreen perspective employees and create student interest in future opportunities. The advisory board meets to provide and share industry knowledge and emerging technology in broadcasting June 11, 2008 WHNS General Manager, Guy Hempel, on behalf on Meredith Corporation, attended the NAB Education Foundation Media Sales Institute and Interviewed recent graduates who were introduced to all facets of media sales and planning. Fourteen students made presentations of media plans that they had prepared to address specific case studies as assigned. Guy also sel-up formal recruiting meetings with 6 students and discussed industry opportunities in general and Meredith markets specifically. Meredith Corporation participated in the Unity '08 Quadrennial Convention. Meredith actively recruited and extensively networked with industry professionals, reviewing resumes and critiquing tapes. All of Meredith's open positions were posted at the convention. This convention is the largest gathering of journalists of color. Nearly 10,000 journalists and media executives met to discuss timely issues affecting journalism and the media industry. Meredith Corporation participated in the UNITY: Journalists of Color, inc. conference. Meredith actively recruited and extensively networked with Industry professionals, reviewing resumes and critiquing tapes. All of Meredith's open positions were posted at the convention. Journalists Association, the National Association of Black Journalists, the National Association of Hispanic Journalists and the Native American Journalists Association, the National Association of Black Journalists, the National Association of Hispanic Journalists and the Native American Journalists association of Hispanic Journalists of color people of color, and aggressively challenge the Industry to staff its organi

Type of Recruitment Initiatives	Date	Brief Description of Initiative/Names of station personnel involved in Initiative	Co-Sponsor's (if applicable)
	September 18, 2007	News Director, Kyann Lewis, participated in a Media Panel to promote "good news" stories from the classroom. The panelist addressed how they gathers news, deadlines, what information is needed when a school asks for media coverage for a school event. There was a question and answer session at the end of the meeting.	Greenville County Schools Headliners' Workshop, Media Panel
	October 20, 2007	WHNS Morning Anchor, Stephanie Maxwell, emceed the NAACP Scholarship dinner. NAACP's objectives are to ensure political, educational, social, and economic equality of rights for all individuals.	National Association for the Advancement of Colored People- NAACP
Career Day/School Visits		WHNS Broadcast News Talent visited and participated in local public schools career days to educate students about career opportunities in broadcasting	
	10/24/07, 1/08/08, 3/06/08, 4/03/08, 4/07/08, 4/11/08	Meteorologist/Weather Anchors, Andrew Wood, and Melissa Jones spoke to students about weather casting and allowed time for the students to ask and answer general weather questions	Greenbrier Elementary, Greenville Technical Charter High School, Six Mile Elementary, Mauldin Elementary, Hollis Road Academy, Hollis Academy
	2/01/08, 2/13/08	News Anchor, Diana Watson, spoke to students about broadcast careers, working in television news and education requirements at career day.	Pickens Middle School, Plain Elementary
	February 11, 2008	News Reporter/Jade Hindmon, spoke to students about broadcast careers, working in television news and education requirements at career day.	Cherrydale Elementary
	February 29, 2008	News Anchors/Diana Watson and Jeff Moreau, participated in reading days at kindergartener and elementary schools. They read to students and participated in a question and answer session regarding broadcasting.	Welcome Elementary, Sara Collins Elementary School
Job Shadowing	October 8, 2007	Two students job shadowed News Anchor, Stephanie Maxwell, for their class project on broadcast journalism. They watched the newscast, interviewed Anchor and took video of the studio and master control.	Clemson University
	February 29, 2008	Student was engaging and interested in everything. She asked good questions, and she particularly was interested in editing & commercial production.	Tamassee-Salem High School
Station Tours		WHNS News Directors and Talent provide station tours to educate students about career opportunities in broadcasting. The students interest range from how we create a newscast, how we forecast weather and the on air aspects of broadcasting. The station tour is designed to help further educate students about how a television station operates and the jobs within. Questions are always encouraged and answered during these opportunities.	
	11/28/07, 12/18/07, 1/29/08, 2/06/08, 2/27/08, 4/02/08, 4/17/08, 4/21/08, 6/16/08, 6/17/08, 6/24/08, 7/15/08		Berry Shoals Intermediate School, Berea High School, Blue Ridge Middle School, ECPI, Riverside High School, Girl Scouts, Chesnee Elementary School, USC Upstate, Spartanburg District 5 Middle School, Mauldin Police Youth Academy-Boys, Mauldin Police Youth Academy-Girls, Spartanburg Middle School,

WHNS Recruitment Initiatives Report August 1, 2007 through July 31, 2008

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1		station personnel involved in Initiative	